

Canada-Nova Scotia Labour Market Agreement for Persons with Disabilities

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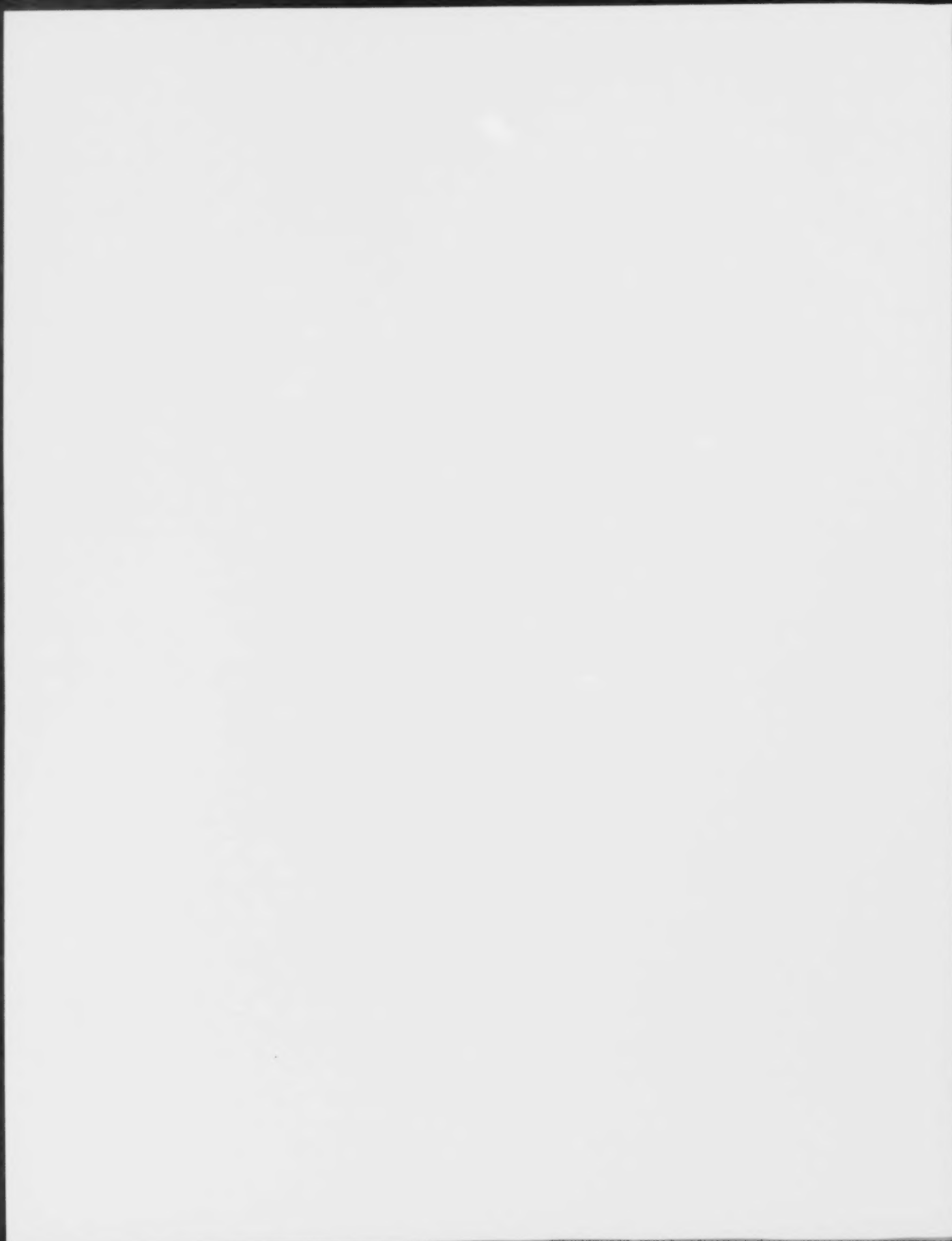


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Ministers' Message

Everyday in Nova Scotia, governments, stakeholder groups and services providers work to support persons with disabilities. These supports are intended to provide persons with disabilities improved opportunities for inclusion in society. A key component of inclusion is the opportunity for persons to participate in the labour market to their full potential.

In December 2003, the Government of Nova Scotia, other provincial governments and the Government of Canada endorsed the Multilateral Framework for Labour Market Agreements for Persons with Disabilities, and in April 2004 the Governments of Canada and Nova Scotia signed the Canada-Nova Scotia Labour Market Agreement for Persons with Disabilities. The agreement provides a new opportunity for governments to work together to improve the labour market situation of persons with disabilities.

Within the Government of Nova Scotia, the Departments of Community Services, Education and Health collaborate to offer programs like career counseling, campus-based supports, addiction treatment and mental health services.

The Canada-Nova Scotia Labour Market Development Agreement for Persons with Disabilities is helping to ensure we continue to offer high quality supports and services. This first annual report offers a profile of the various initiatives funded under the agreement, and includes indicators of progress. These indicators are statistical measures that will help us monitor progress and report that progress to Nova Scotians.

We are committed to working together with the disability community and other government partners to continue to offer services that meet the current and future needs of Nova Scotians with disabilities.

David Morse
Minister of Community Services

Jamie Muir
Minister of Education

Angus MacIsaac
Minister of Health

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Introduction

The Province of Nova Scotia is pleased to present the *Canada-Nova Scotia Labour Market Agreement for Persons with Disabilities Annual Report 2004 - 05*.

This report outlines program objectives, descriptions, target populations and cost-shared expenditures for the Canada-Nova Scotia Labour Market Agreement for Persons with Disabilities for the 2004-05 fiscal period. Program data and societal data on educational attainment, labour force activity and employment income is also provided. The report reflects on future opportunities in the Looking Ahead section.

This report is the first Annual Report, and follows last year's *Canada-Nova Scotia Labour Market Agreement for Persons with Disabilities Baseline Report 2004-05*.

Background

In November 2002, Federal/Provincial/Territorial Ministers Responsible for Social Services approved a Multilateral Framework on Employability Assistance for People with Disabilities to guide the negotiation of a successor agreement to the Employability Assistance for People with Disabilities (EAPD) agreement.

The new Multilateral Framework for Labour Market Agreements for Persons with Disabilities (LMAFD) was approved on December 5, 2003 and became effective on April 1, 2004.

The goal of the new agreement is to improve the employment situation for people with disabilities in Nova Scotia. The Agreement attempts to meet this goal by:

- enhancing the employability of persons with disabilities
- increasing the employment opportunities available to them
- building on the existing knowledge base

The 2004-05 federal budget included a \$30 million increase in national funding. As a result, Nova Scotia received an additional \$845,128 in funding (based on a per capita funding formula), bringing the total amount of federal recoveries to approximately \$8.3 million. These additional new dollars support programs and services currently offered within Nova Scotia. The Province's annual investment in the program exceeds the cost-matching requirements for these federal funds with spending targeted toward employability and disability supports for Nova Scotians.

The Province of Nova Scotia offers a wide range of programs and services to support people with disabilities. These programs and services are delivered by three provincial departments, the Department of Community Services, Department of Education and Department of Health. This report describes the programs and services offered during the 2004-05 fiscal period, and provides statistical data and expenditures for the period.

On December 3, 2004, the International Day of the Disabled Person, the Ministers of Education and Community Services, also representing the Minister of Health, met with the Nova Scotia Disabled Persons Commission. The Canada-Nova Scotia Labour Market Agreement for Persons with Disabilities Baseline Report 2004 - 05 was publically released at this time. This first annual report builds on the baseline report, and fulfills Nova Scotia's commitment to report annually on activities under the agreement. Nova Scotia is committed to annual public reporting.

Programs and Services

Department of Community Services

Operating under the *Canada-Nova Scotia Labour Market Agreement for Persons with Disabilities*, the primary objective of the LMAPD programs offered by the Department of Community Services is to assist people with disabilities so they can become employed and achieve greater self-sufficiency. A wide range of programs and services are offered to individuals sixteen years of age or older with a disability or disabilities that may create a barrier to employment.

The department offers employment-related assessment, career counseling and training. Counselors collect information and assess applicants' skills and needs to determine program eligibility and develop realistic, achievable employability plans. Counselors also make referrals to relevant education and training programs, including on-the-job training.

The department also provides extensive disability-related supports. This includes hearing aids, vision aids and technical aids such as computer software, ergonomics and TTYs. Wage subsidies, job coaches and certain tools of the trade that allow people to engage in employment or employment related activities may also be provided.

The department's vehicle conversion program assists with certain transportation needs for clients who are employed or studying. This includes, but is not limited to, installing hand controls (partial or total conversion) in a client's vehicle. To qualify for this program a client must not have access to public transportation and their vehicle must be in good working condition.

Disability supports are also provided to employed applicants whose employment may be in jeopardy, to enable them to retain their employment. Supports under this service may include hearing aids, vision aids and technology upgrades.

The department also provides entrepreneurial support to individuals interested in self-employment. This may include assistance with the development of a business plan or start-up costs.

Program Indicators

During the period April 1, 2004 through March 31, 2005, the Department of Community Services provided services for 1380 people under the Labour Market Agreement for Persons With Disabilities (LMAPWD). Following acceptance into the program, the majority of these individuals become engaged at various stages in the process of career exploration and employment skill development. Completion of this aspect of the program may take anywhere from one to four years or more.

Of the 1380 people in the program, 345 (25%) completed a program for which there was a specific start and end date. The parameters for this determination were, for example, a Community College program that ended with graduation in June 2004, or a post-secondary degree that ended in May 2004, or a wage subsidy that began and ended during that time period.

The number of participants who obtained or were able to maintain employment was 180 (13%). This number includes individuals who began employment following completion of their training, as well as individuals who maintained employment through intervention under the vocational crisis component of the LMAPWD program.

Program participants receive ongoing assessment and career counseling services, as well as employment support services.

Department of Education

The Department of Education, through the *Canada-Nova Scotia Labour Market Agreement for Persons with Disabilities*, provides a diverse range of programs, goods and services to support students with disabilities in post-secondary education. The objective of these programs is to enhance the employability of students with disabilities by assisting them in achieving individual success in their post-secondary studies. This is accomplished by reducing or removing educational-related barriers a student with a disability or disabilities may experience in post-secondary training environments.

Goods and service supports offered by the department ensure that students have an equal opportunity for participation and academic achievement in post-secondary environments. These supports include American Sign Language Interpreters; recruitment, training and monitoring of tutors and note-takers; ergonomic equipment and assistive technology; arrangements for tests or exams, including additional time, quiet rooms, assistive technology or segmented testing; and support from an adult daily-living needs attendant. To accommodate the delivery of goods and services, the department funds campus Disability Resource Facilitators to provide direct client services that reduce or remove identified barriers for students with disabilities.

The Department has a Memorandum of Understanding with ten post-secondary institutions in the province and provides each institution with funding to facilitate their efforts in assisting students with disabilities. The Rehabilitation Programs and Services division of the department continues to work closely with these institutions and students to identify barriers and the most appropriate goods and services to help the student succeed. The program uses a collaborative approach involving the student, Disability Resource Facilitator, disability service provider and instructors. The Memorandum of Understanding also allows the Department to collect post-secondary institutional data in a form that provides a means to evaluate program success.

The department partners with the Nova Scotia Community College to deliver a unique program responding to the educational needs of disabled people. Students who were supported in their high school through an Individualized Program Plan (an individualized program of study for students) can be accepted into a Nova Scotia Community College skills training program through a Special Admissions Process. The Special Admissions Process recognizes that these students have exceptional needs that may require modification of the skills training curriculum. Students who complete their skills training through the Special Admissions Process program can graduate with either a full Diploma, if there has been no curriculum modification, or a Certificate of Accomplishment where modification has been necessary.

In 2004-2005 the Department of Education engaged Disability Resource Facilitators and Department of Community Services Counselors working with students in discussions on the redesign of a Department of Education grant program for students with permanent disabilities. These discussions were held as a precursor to a community consultation held on

May 19, 2005 in which students with disabilities, community stakeholders and government officials participated.

At the conclusion of the May 19, 2005 consultation consensus was reached in having the existing grant replaced by a new financial needs based grant. The former Performance Based Grant was a first come first serve grant provided to approximately 500 approved applicants and was awarded based on number of courses taken and course success. In other words, if the client took less than a full course load he/she would receive less than the full grant amount and if the same person did not receive passing grades in individual courses, subsequent grants would be reduced.

The new Provincial Access Grant which replaced the Performance Based Grant as of July 1, 2005 is needs based and is assessed through the Nova Scotia Student Loan application process. This grant has been implemented in conjunction with the new Canada Access Grant for Students with Permanent Disabilities and it allows Rehabilitation Programs and Services to provide financial assistance to twice as many clients than before. Both grants are awarded based on financial need and do not penalize clients because of a reduced course load or passing grades.

Program Indicators

During the August 1, 2004 - July 31, 2005 school year the Department of Education Rehabilitation Programs and Services Division provided support through its LMAPWD programs to:

- 1222 students with disabilities attending Universities within the Province
- 684 students with disabilities within the Nova Scotia Community College system
- 43 students with disabilities at Private Career Colleges throughout the Province

Of the 1949 LMAPWD supported students attending post-secondary programs during the 2004-2005 school year:

- 119 graduated from University (9.7%)
- 222 graduated from the Nova Scotia Community College (32.3%)
- 29 graduated from Private Career Colleges (57.4%)

The following employment data for 2003/2004 graduates from the Nova Scotia Community College was collected using a Graduate Follow-Up Survey implemented by Corporate Research Associates:

- Number of students with disabilities graduating during the 2003-2004 school year: 222
- Number of graduate survey respondents: 58
- Percentage employed: 69.4%

The Department of Health

The Department of Health provides programs and services to people with disabilities within the mandate of the *Canada-Nova Scotia Labour Market Agreement for Persons with Disabilities* through Addiction Services and Mental Health.

Addiction Services

Addiction Services offers a wide range of programs and services in education, prevention, treatment and rehabilitation for individuals, families and communities affected by substance use-related problems. The primary objective is to address the individual employability needs of individuals, and their families, to lessen the impact of substance use-related problems on employability and to further address vocational crisis. The target population comprises individuals sixteen years of age or older who are harmfully involved with alcohol and other drugs.

A range of treatment and rehabilitation options are delivered by service providers under District Health Authorities throughout the province. Options are based on a client's needs, short and long term goals and ongoing assessment. Programs and services are available on a residential, day or outpatient basis for individuals, groups or families.

Structured treatment occurs in a group setting and helps clients develop a realistic plan for overcoming employment or vocational barriers. Outpatient Services are delivered on a group or individual basis. Other services, such as Withdrawal Management, and Addiction Education Program, provide support to clients to reinforce long-term recovery and address employability. They are provided on an inpatient and day-patient basis.

Workplace outreach provides information, education and training to employers. It addresses the issues associated with substance-use problems and the disabling impact of addiction on employees, employability and the workplace. The goal is to reduce barriers for people preparing for, attaining and retaining employment.

Addiction Services Employability programs can be accessed through a range of prevention and treatment services located in more than 30 communities across the province. Addiction Services Employability Programs are focused on four of five priority areas including: (1) education and training; (2) employment participation; (3) connecting employers and persons with disabilities; and (4) building knowledge.

Program Indicators

Addiction Services facilitate the improvement of work-related skills (e.g., personal management skills) through participation in addiction education programs, structured treatment program, and community-based programs. The focus of Addiction Services is on improving client independence and facilitates clients' connection to employers through ongoing assessment and treatment planning.

Based on an outcome monitoring survey conducted between October 1, 2003 – September 30, 2004 slightly more than half of the adult clients (51.5%, n=332) were working for at least minimum wage when they first accessed Addiction Services 12 months prior to the current reporting period. At the end of the reporting period, 72.3% of adult clients (n=259) were working for at least minimum wage. Among the 27.7% of adult clients who reported not working at the time of this reporting period 53% (n=53) had at some point in the last 12 months worked for at least minimum wage. In total, 41% of adults reported benefits to their employability as a result of addiction treatment; meaning the services helped clients maintain employment and/or helped clients obtain employment.

Addiction Services is contributing to the continuous improvement of labour market policies by undertaking an evaluation of the impact of Addiction Services on the employability of clients. A report is due December 2005.

Primary Indicator 2004-2005*	LMAPD Accountability Framework Definition	Operational Definition
1. The total number of people actively participating in programs: 9843	Participating: Engaged in a program or service with the objective of preparing for, attaining or maintaining employment as outlined in the person's action plan.	Clients aged 16- 65. Medical elements of Detox are not eligible for recoveries.
2. The total number of people successfully completing programs: 3738	Completing: finishing all the steps in the participant's employment action plan. Program: interventions outlined in the participant's employment action plan.	The number of people who complete their employment action plan and/or obtain employment during the fiscal year.
3. The total number of people employed as a result of program participation: 541	Employment: any job that is paid at minimum wage or above, or equivalent when earnings are not based on an hourly wage.	The number of people who obtain a job during the fiscal year. The participant does not have to be employed at the end of the fiscal year to be counted.
4. The total number of people sustained in employment in the case of vocational crisis: 1305	Sustained employment: an employment situation where a person requires intervention(s) in order to retain a job during a vocational crisis. Vocational Crisis: a disability-related change or event that puts at risk a participant's preparing for, attaining, sustaining or maintaining employment.	The number of people who receive a vocational crisis intervention(s) during the fiscal year. Vocational crisis interventions are provided only to persons who are employed when they register for an Addictions Program(s).

* Note: the figures in this table are based on data collected from StatIS (Addiction Services Client Management Information System), staff case loads, and a manual review of files. The figures from case loads and file reviews are based on estimates for the fiscal year. Some gaps exist in the data. For example, some indicators reported below are a reflection of under reporting from the District Health Authorities, in part due to staff illness and vacations.

Mental Health Services

Mental Health Employability programs can be accessed through the Clubhouse and Employment Skill Development and Support Programs located in various areas of the province. Typical participants in mental health employability programs include working age adults with mental disabilities who have the potential for employability, and consumers of mental health programs who have the potential for employability.

The Clubhouse programs operate by a set of international standards and believe the following: that work is a deeply regenerative & reintegrative force in our lives; that employment is a fundamental right of citizenship; and that employment opportunities need to be available to all members regardless of diagnosis or disability.

Clubhouses are located in Truro, New Glasgow, Sydney, Dartmouth and Halifax, Nova Scotia. Clubhouse programs address all five priority areas and provide varying degrees of the following:

- on site skill development: participation in a "work ordered day"
- vocational development: supported employment, transitional employment and independent employment
- job readiness: resume writing, job search, interviewing, crisis vocational counseling and communication skills with employers and peers

Employment Skill Development and Support programs provide assistance in the development of vocational skills to obtain employment; opportunities to develop work skills for employment; assistance with learning new skills to start own business; and support to help participants gain confidence in their own ability to seek job opportunities and obtain satisfactory work.

The Employment Skill Development and Support Programs are located in Berwick, Sydney, and Dartmouth, Nova Scotia. These programs address all five priority areas and provide varying degrees of the following:

- job readiness skill development;
- work skill development;
- vocational training; and
- entrepreneurial skill development.

Program Indicators

Employment is a key determinant of health and steps to develop marketable employability skills in persons with mental health disabilities is a priority of community supports programs. The mental health employability programs are taking action to change the way employers view persons with mental illness. For example, many clubhouse programs offer "transitional" and "supported" employment opportunities for individual members, and have implemented processes for attaining job placements with employers.

The long term goal for many people in recovery from mental illness is the attainment of employment. However, also recognized as important steps along the way to employment are short term successes such as regular attendance and participation on an individual basis in the clubhouse programs.

For the fiscal year 2004-05, each employability program reported on the total number of individuals who regularly attended, and actively participated in, the clubhouse and employment skill development and support programs. Participation was affected by a number of factors including the individual's health status, and therefore varied according to the individual. The total number of individuals who regularly attended and participated in the employability programs were: 149 for Employment Skill Development and Support, and 814 for Clubhouse Programs.

The structure of the clubhouse programs allowed for activities with both set time periods and ongoing participation in the work ordered day program. Movement from one activity to another depended on an individual's choice and his/her readiness for more structure. Each employability program reported on the total number of individuals who successfully completed the program when the clubhouse or employment skill development and support program has a start and an end date. Most of the employment skill development and support programs had specified start and end dates and many clubhouse programs did not. The numbers were the following: 75 for Employment Skill Development and Support, and 23 for Clubhouse Programs.

Each employability program reported on the total number of individuals who, following completion of an employability program, gained employment as a result of this participation. The numbers were: 33 for Employment Skill Development and Support, and 152 for Clubhouse Programs.

For some individuals, ongoing assistance of the mental health program to remain employed was required. Each employability program reported on the total number of individuals who once obtaining employment were able to be maintained in that employment with some support from the employability program. The numbers were: 33 for Employment Skill Development and Support, and 160 for Clubhouse Programs.

Cost-shared Expenditures 2004 - 05	Total Expenditure	Federal Contribution	Provincial Contribution
Community Services, Employment Assistance			
Employment related assessment & career counseling	\$ 2,000,000	\$ 1,000,000	\$ 1,000,000
Referral to education and training programs	\$ 200,000	\$ 100,000	\$ 100,000
Provision of disability related supports	\$ 200,000	\$ 100,000	\$ 100,000
Vehicle conversion	\$ 120,000	\$ 60,000	\$ 60,000
Vocational crisis	\$ 188,000	\$ 94,000	\$ 94,000
Entrepreneurship	\$ 40,230	\$ 20,115	\$ 20,115
Sub-total:	\$ 2,748,230	\$ 1,374,115	\$ 1,374,115
Education, Rehabilitation Programs and Services			
Financial assistance for disabled students in post-secondary education	\$ 1,500,000	\$ 750,000	\$ 750,000
Campus based field services	\$ 1,200,000	\$ 600,000	\$ 600,000
Support goods & services to disabled students in post-secondary education	\$ 1,066,230	\$ 533,115	\$ 533,115
Assistance to institutions providing disability related services	\$ 1,250,000	\$ 625,000	\$ 625,000
Administration	\$ 450,000	\$ 225,000	\$ 225,000
Sub-total:	\$ 5,466,230	\$ 2,733,115	\$ 2,733,115
Health			
Workplace Outreach	\$ 300,000	\$ 122,000	\$ 178,000
Addiction Services	\$ 6,434,700	\$ 2,756,115	\$ 3,678,585
Administrative Costs	\$ 698,300	\$ 285,000	\$ 413,300
Clubhouse	\$ 1,661,500	\$ 674,000	\$ 987,500
Employment Skill Developmental Support	\$ 539,000	\$ 219,000	\$ 320,000
Continuing Care Brain Injury	\$ 72,500	\$ 29,000	\$ 43,500
Arm & Leg Prostheses	\$ 240,000	\$ 98,000	\$ 142,000
Sub-total:	\$ 9,946,000	\$ 4,183,115	\$ 5,762,885
TOTAL	\$18,160,461	\$8,290,346	\$9,870,115

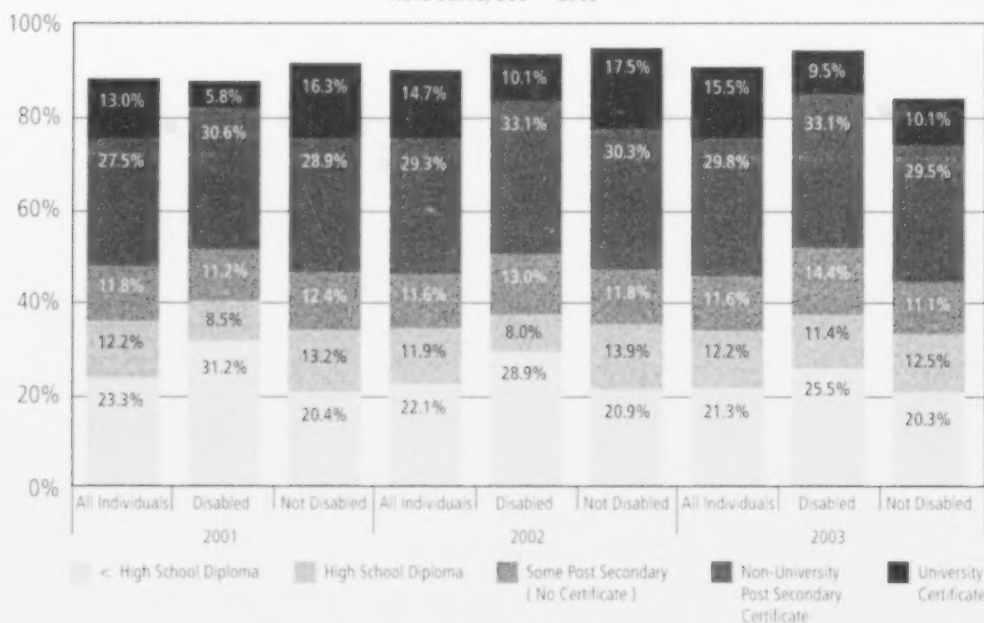
Note: the figures in the columns have been rounded to whole dollars.
Consequently the totals may appear larger than the sum of the column contents.

Societal Indicators

The following charts represent societal indicators of labour market participation for Nova Scotians. Indicators include: educational attainment, labour force activity and employment income. The 2004 baseline report presented societal indicators using data from the Participation and Activity Limitation Survey (PALS), Canada's principal source of detailed statistical information about disability issues. PALS was first conducted in 2001 and it will be conducted again following the 2006 census. This year's report uses another important Statistics Canada survey, the Survey of Labour and Income Dynamics (SLID), to present societal indicators. SLID is conducted annually and is a rich source of information about income, employment, education and other topics for the adult Canadian population. One of the important features of SLID is that it tracks the same individuals over a period of years thus supporting the reporting of trends. Using SLID, annual reports on Labour Market Agreements for Persons with Disabilities will be able to show changes in education levels, employment and earnings and compare the trends for people with and without disabilities. However, while basic statistical patterns for education, employment and earnings shown by PALS and SLID are consistent, differences in the two surveys prevent precise comparison of their results.

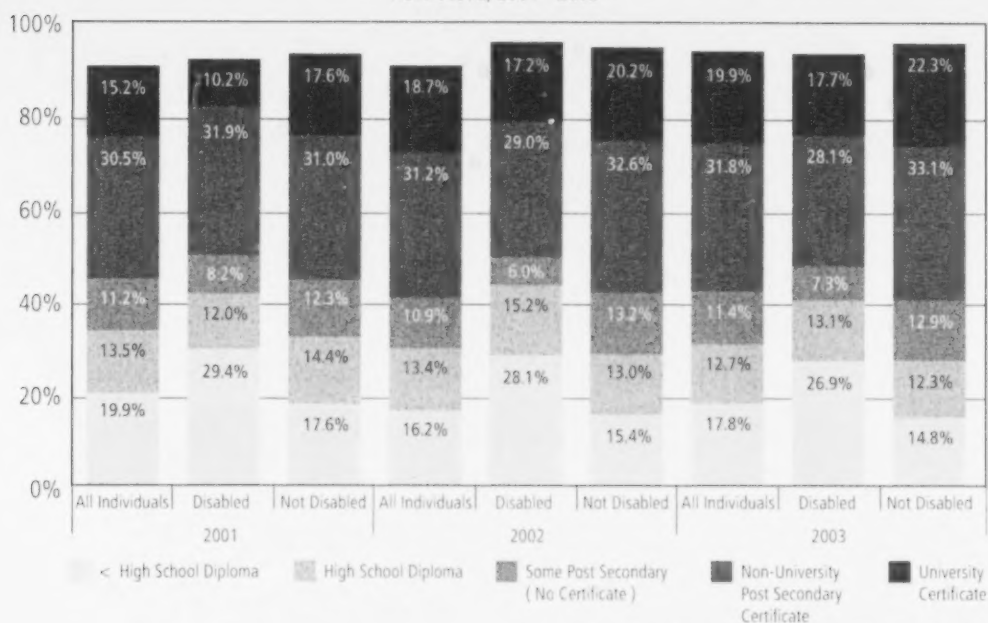
Educational Attainment

Chart 1A Male. Highest Level of Educational Certification of Individuals Aged 16 - 64 by Sex, Disability Status
Nova Scotia, 2001 - 2003



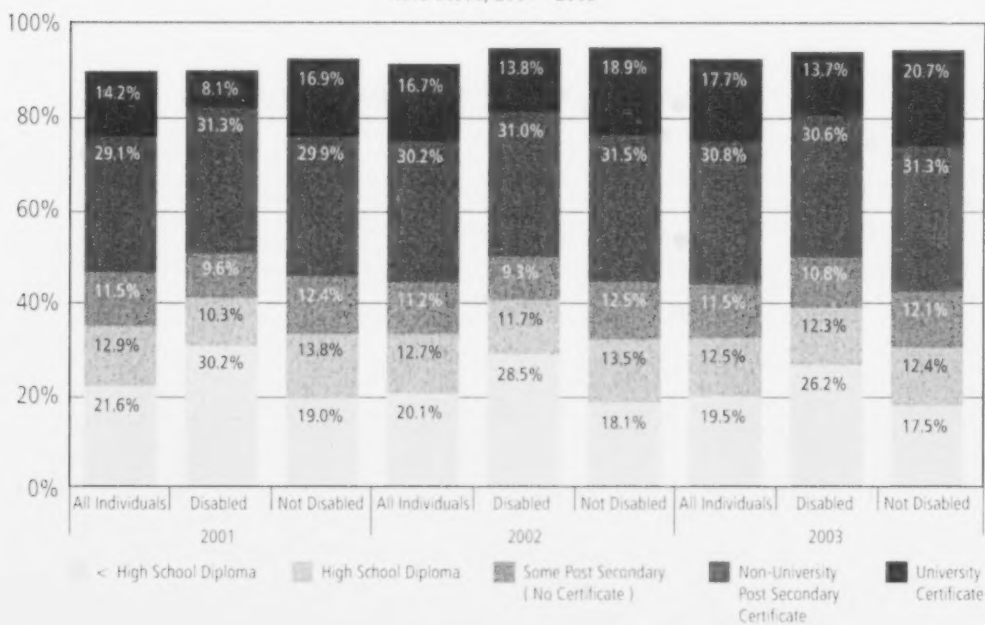
Source: Statistics Canada, Survey of Labour and Income Dynamics (SLID), Table 92-140-X-03-03

Chart 1B Female. Highest Level of Educational Certification of Individuals Aged 16 - 64 by Sex, Disability Status
Nova Scotia, 2001 - 2003



Source: Statistics Canada, Survey of Labour and Income Dynamics, Custom Table K23401C-B-02B

Chart 1C Total Gender. Highest Level of Educational Certification of Individuals Aged 16 - 64, Disability Status
Nova Scotia, 2001 - 2003



Source: Statistics Canada, Survey of Labour and Income Dynamics, Custom Table K23401C-B-02B

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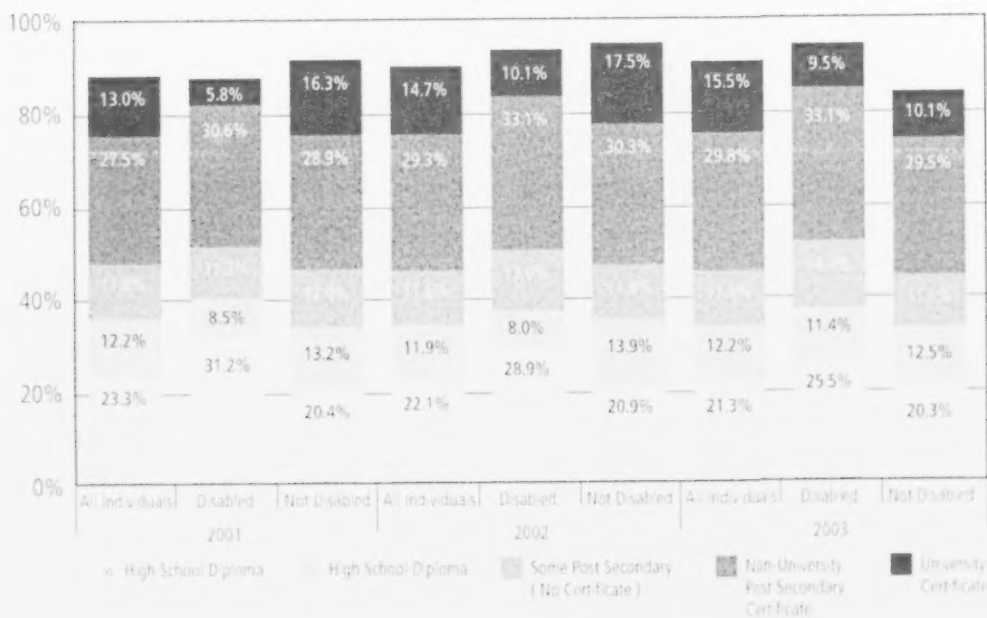


Chart 1B Female. Highest Level of Educational Certification of Individuals Aged 16 - 64 by Sex, Disability Status
Nova Scotia, 2001 - 2003

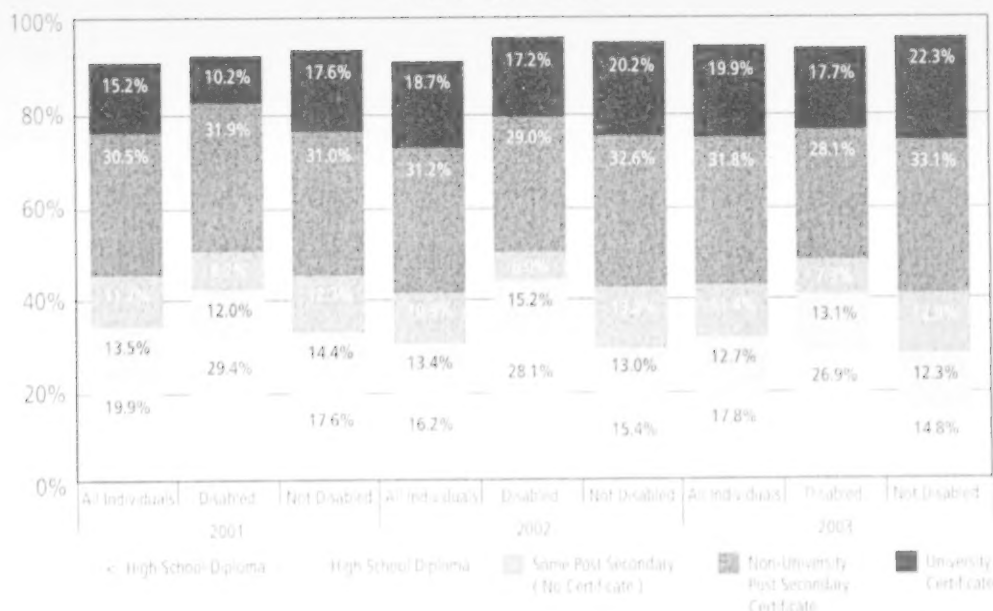
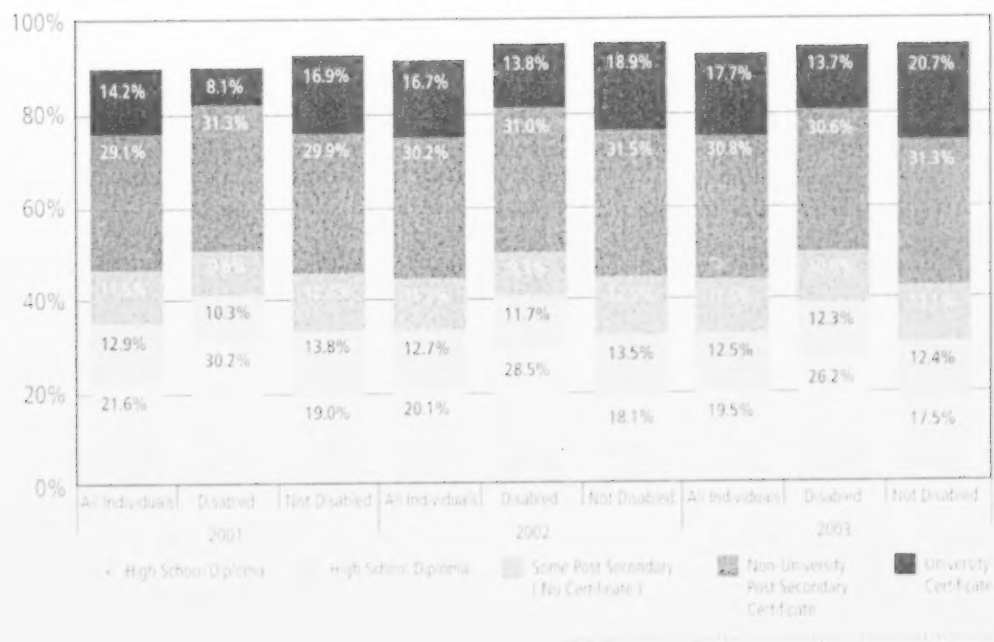
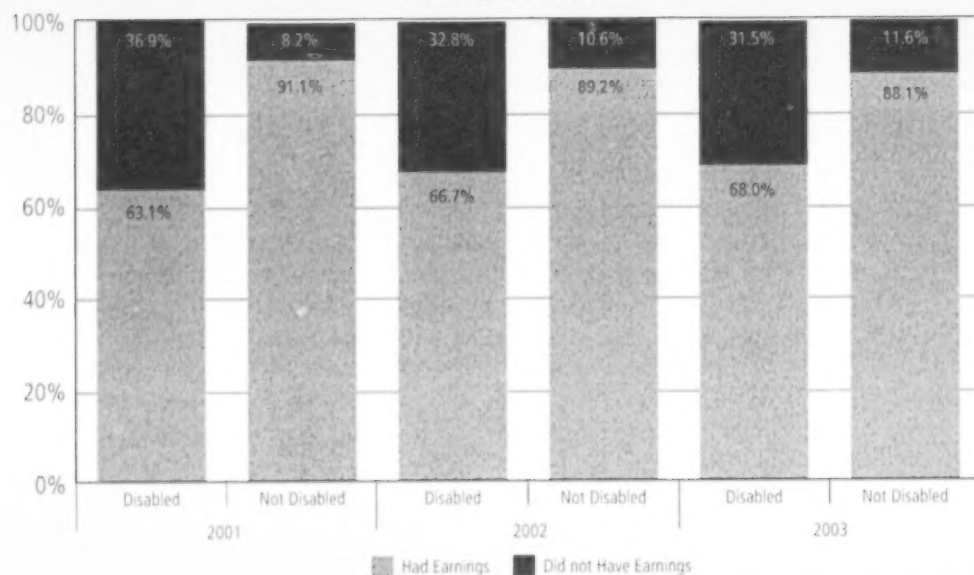


Chart 1C Total Gender. Highest Level of Educational Certification of Individuals Aged 16 - 64, Disability Status
Nova Scotia, 2001 - 2003



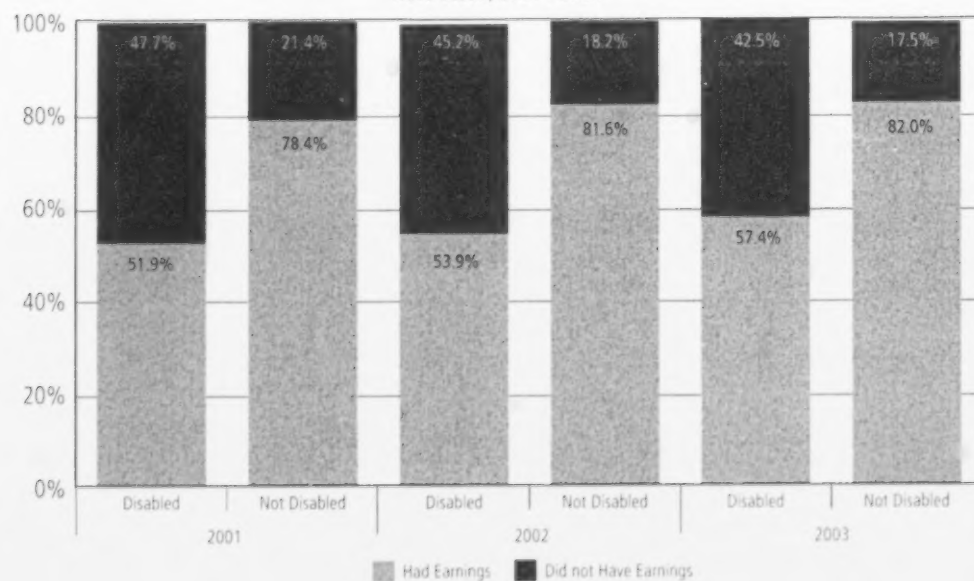
Employment Income

Chart 2A Male. Population With Earnings, Aged 16 - 64 by Sex, Disability Status
Nova Scotia, 2001 - 2003



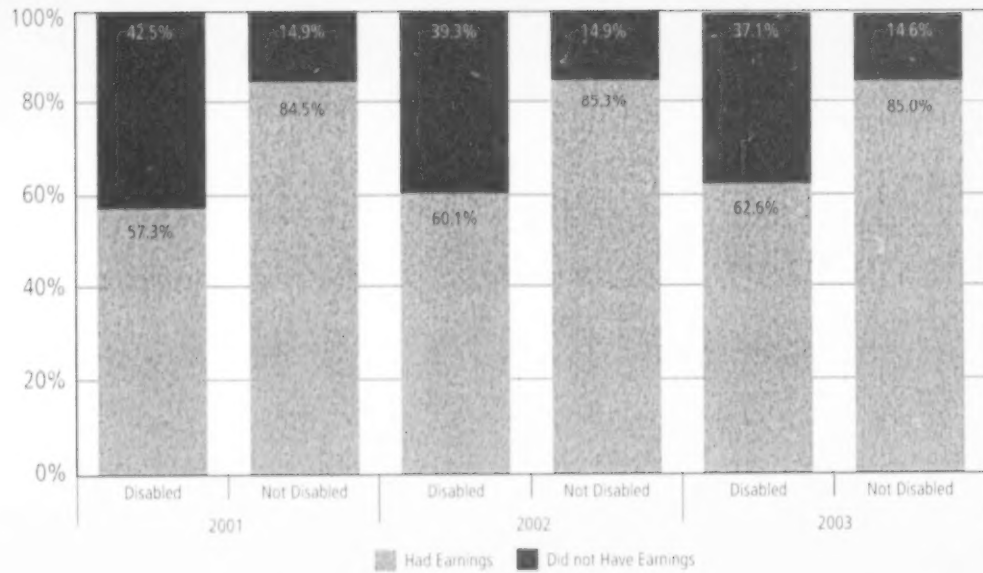
Source: Statistics Canada, Survey of Labour and Income Dynamics, Custom Table R2310-ICB-03A

Chart 2B Female. Population With Earnings, Aged 16 - 64 by Sex, Disability Status
Nova Scotia, 2001 - 2003



Source: Statistics Canada, Survey of Labour and Income Dynamics, Custom Table R2310-ICB-03B

Chart 2C Total Gender. Population With Earnings, Aged 16 - 64 by Sex, Disability Status
Nova Scotia, 2001 - 2003



Source: Statistics Canada, Survey of Labour and Income Dynamics, Custom Table K2340-BN-03A

Employment Income

Chart 2A Male: Population With Earnings, Aged 16 - 64 by Sex, Disability Status
Nova Scotia, 2001 - 2003

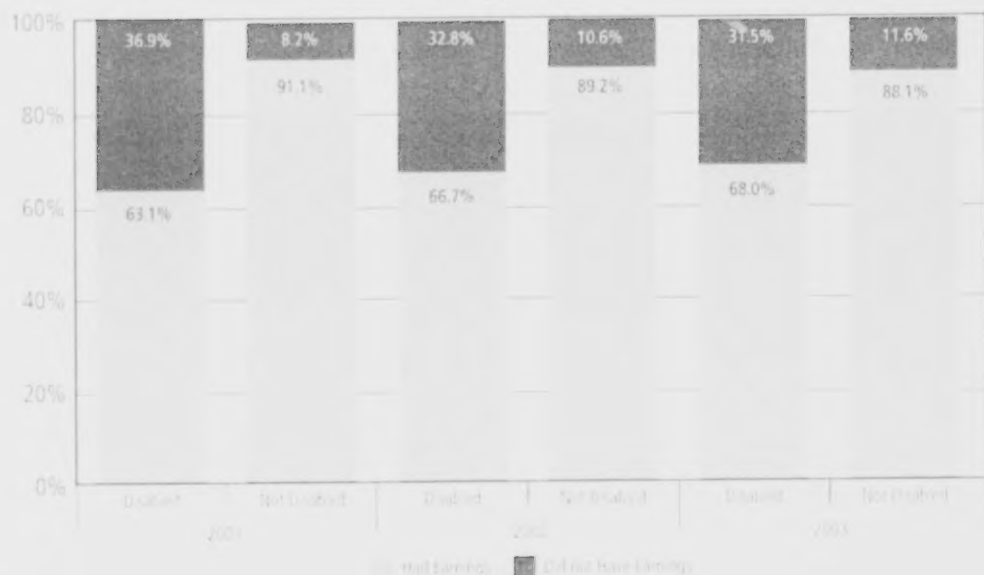


Chart 2B Female: Population With Earnings, Aged 16 - 64 by Sex, Disability Status
Nova Scotia, 2001 - 2003

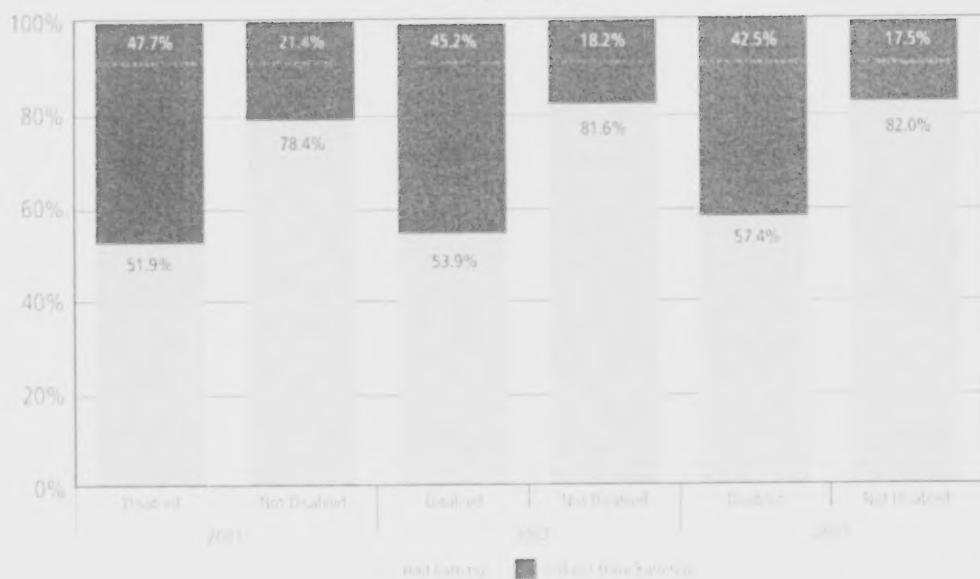
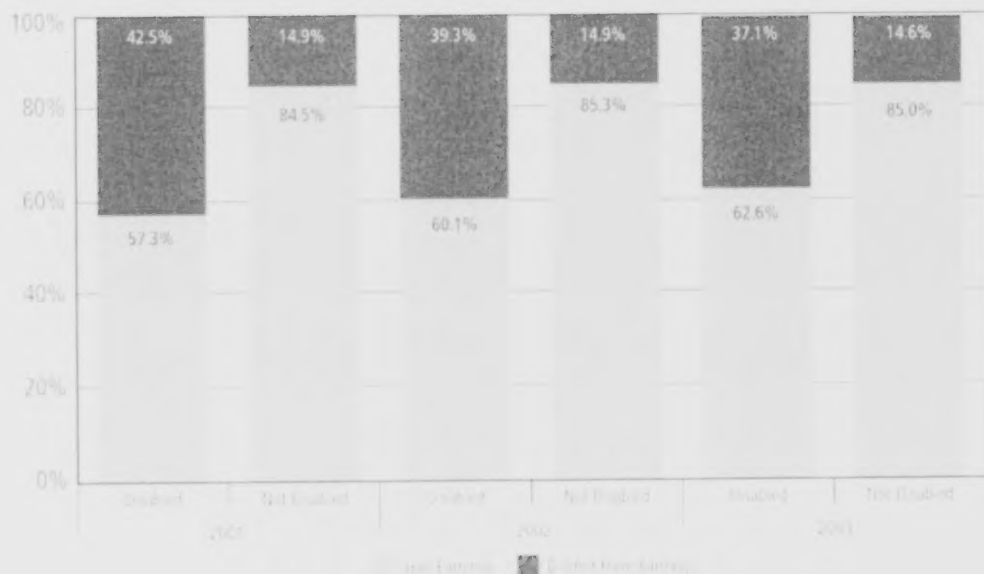
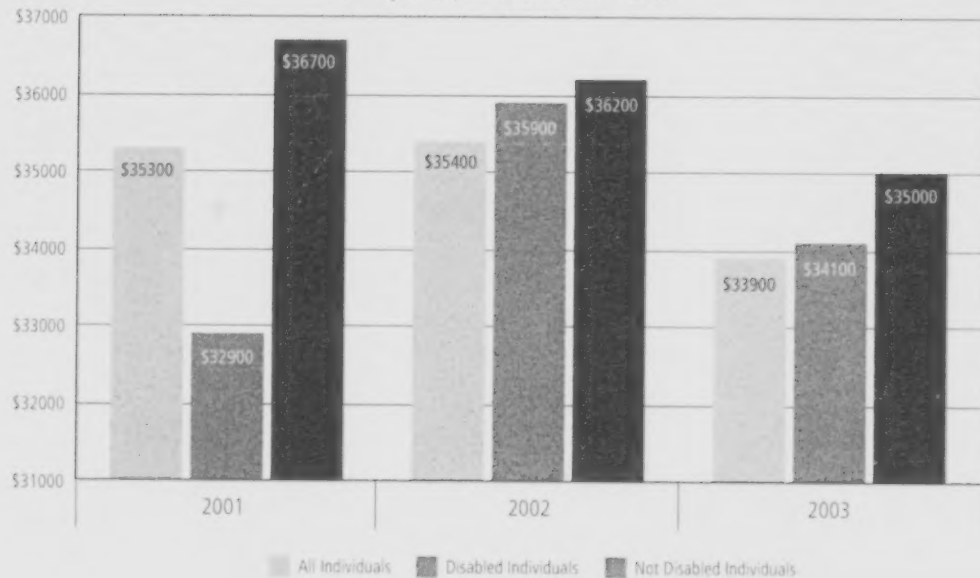


Chart 2C Total Gender: Population With Earnings, Aged 16 - 64 by Sex, Disability Status
Nova Scotia, 2001 - 2003



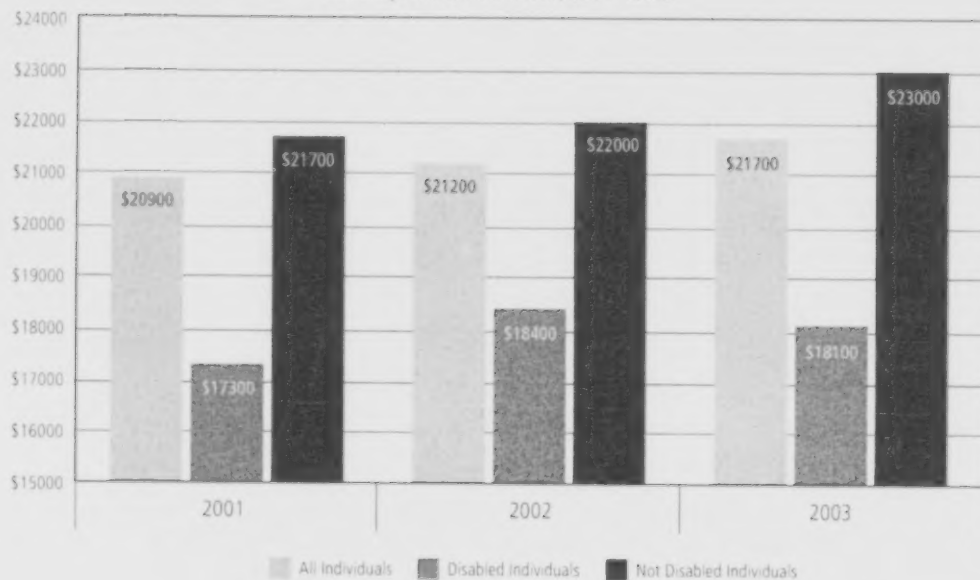
Average Earnings

Chart 3A Male. Average Earnings, In Constant Dollars, of Individuals Aged 16 - 64, Disability Status, Nova Scotia, 2001 - 2003



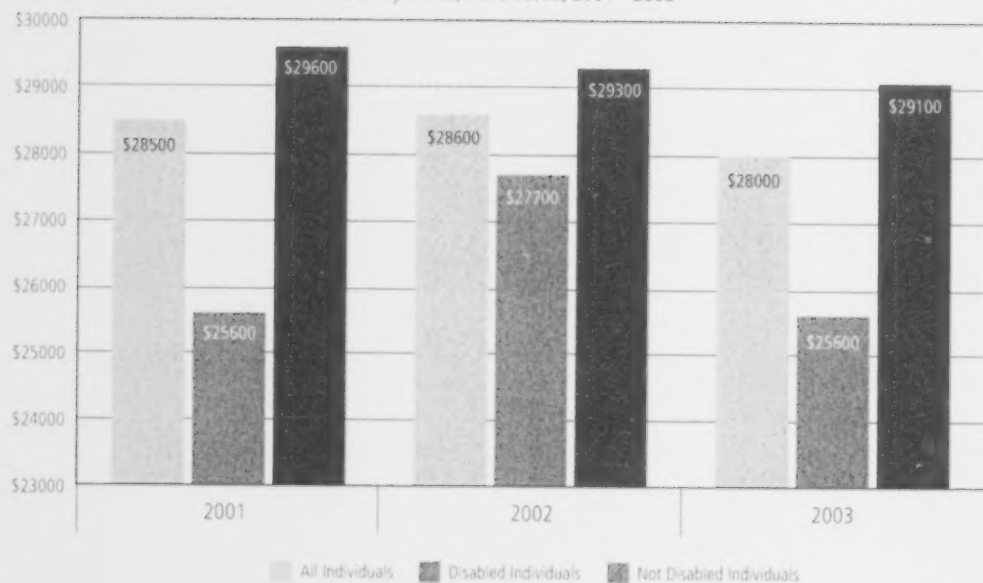
Source: Statistics Canada, Survey of Labour and Income Dynamics, Custom Table #2240/99-008

Chart 3B Female. Average Earnings, In Constant Dollars, of Individuals Aged 16 - 64, Disability Status, Nova Scotia, 2001 - 2003



Source: Statistics Canada, Survey of Labour and Income Dynamics, Custom Table #2240/99-008

Chart 3C Total Gender, Average Earnings, In Constant Dollars, of Individuals Aged 16 - 64,
Disability Status, Nova Scotia, 2001 - 2003



Source: Statistics Canada, Survey of Labour and Income Dynamics, 2 years. File A21453C8-038

Average Earnings

Chart 3A Male: Average Earnings, in Constant Dollars, of Individuals Aged 16-64,
Disability Status, Nova Scotia, 2001-2003

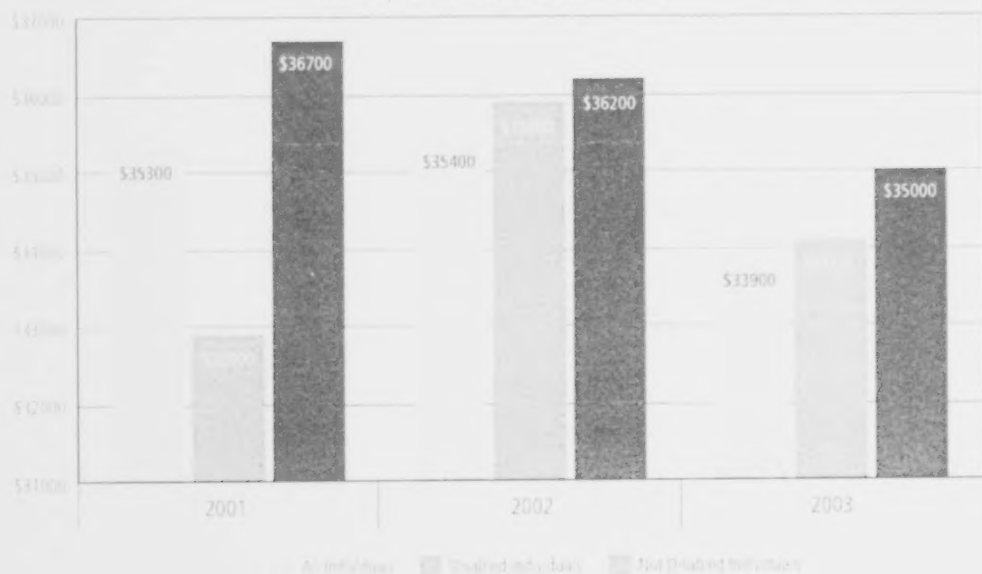


Chart 3B Female: Average Earnings, in Constant Dollars, of Individuals Aged 16-64,
Disability Status, Nova Scotia, 2001-2003

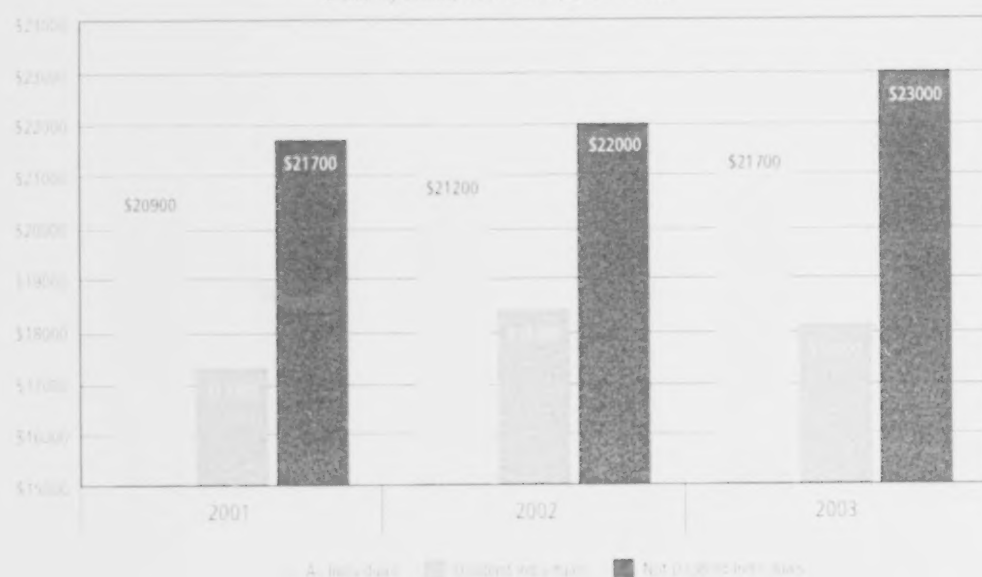
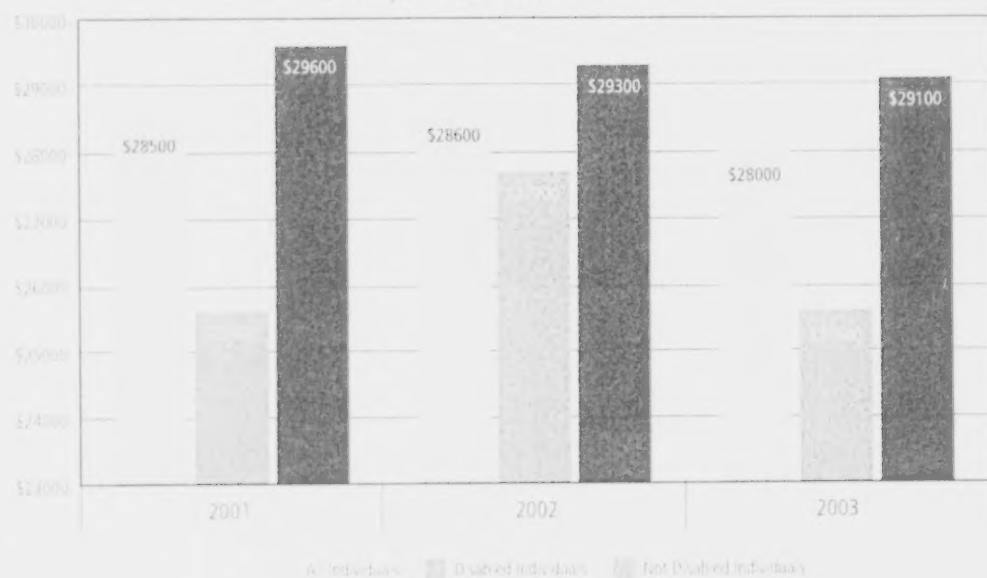
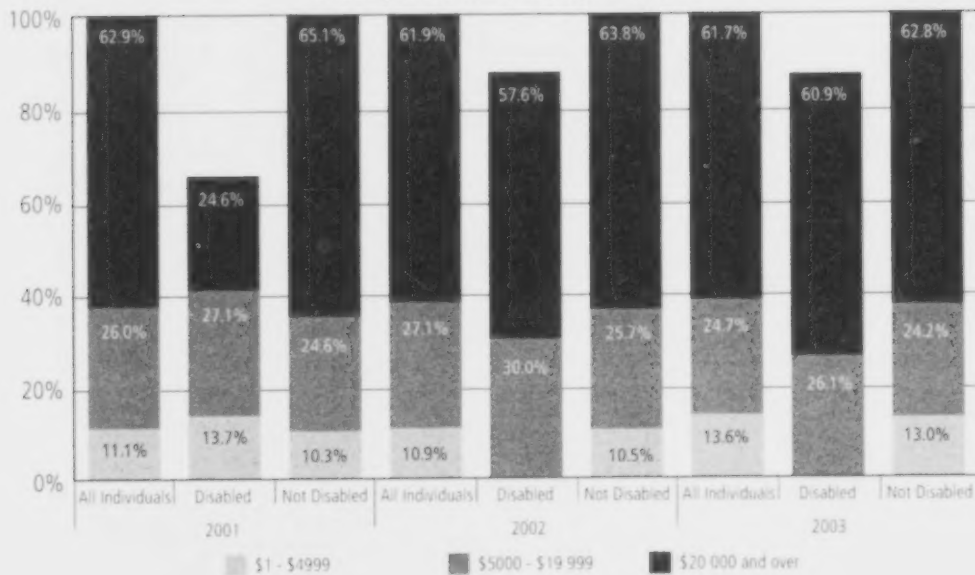


Chart 3C Total Gender: Average Earnings, In Constant Dollars, of Individuals Aged 16 - 64,
Disability Status, Nova Scotia, 2001 - 2003



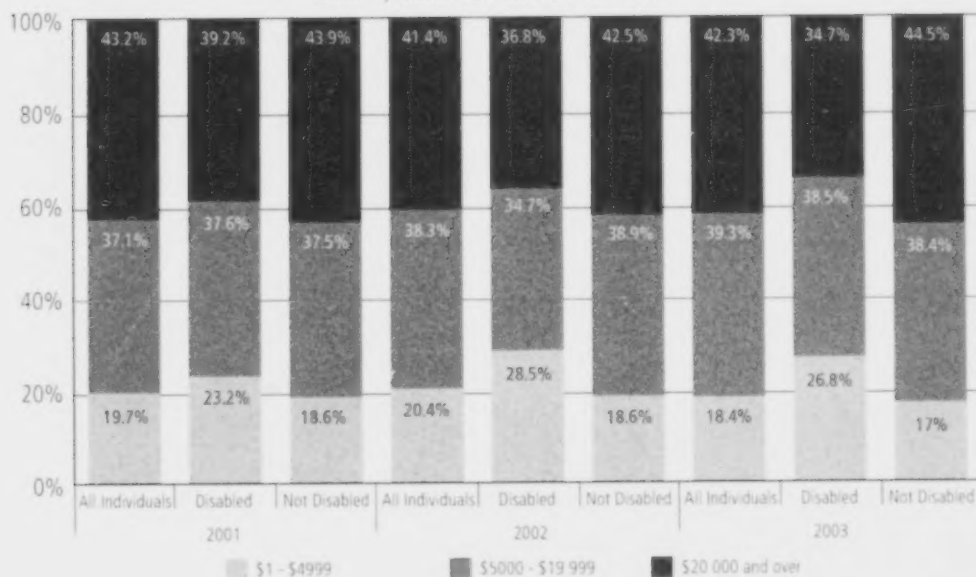
Distribution of Earnings

Chart 4A Male: Distribution of Earnings, In Constant Dollars, of Individuals Aged 16 - 64 by Sex, Disability Status, Nova Scotia, 2001 - 2003



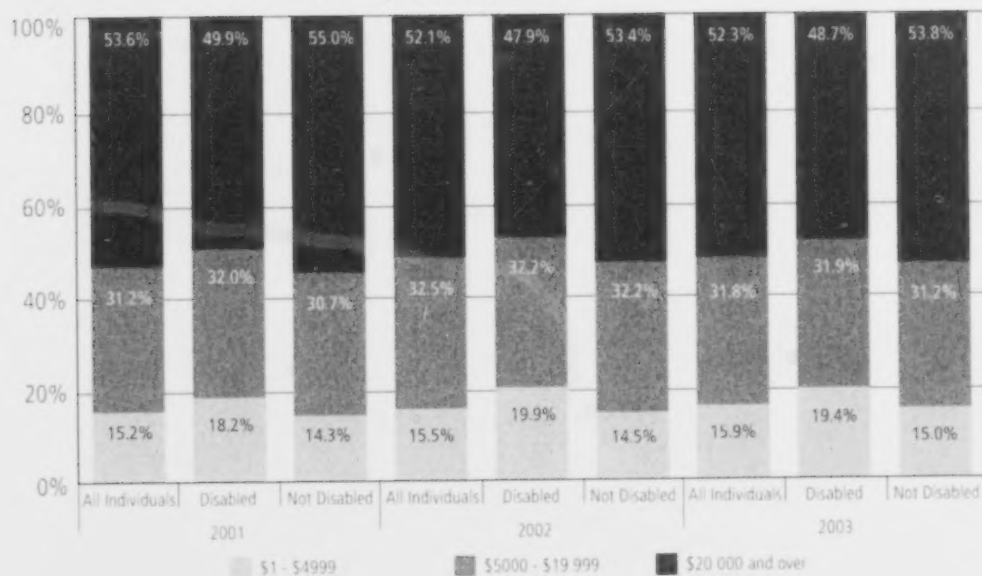
Source: Statistics Canada, Survey of Labour and Income Dynamics, Custom Table R7340378-001

Chart 4B Female: Distribution of Earnings, In Constant Dollars, of Individuals Aged 16 - 64 by Sex, Disability Status, Nova Scotia, 2001 - 2003



Source: Statistics Canada, Survey of Labour and Income Dynamics, Custom Table R7340378-001

Chart 4C Total Gender. Distribution of Earnings, in Constant Dollars, of Individuals Aged 16 - 64,
Disability Status, Nova Scotia, 2001 - 2003



Source: Statistics Canada, Survey of Labour and Income Dynamics (SLID) 2001-2003

Distribution of Earnings

Chart 4A Male: Distribution of Earnings, in Constant Dollars, of Individuals Aged 16 - 64 by Sex, Disability Status, Nova Scotia, 2001 - 2003

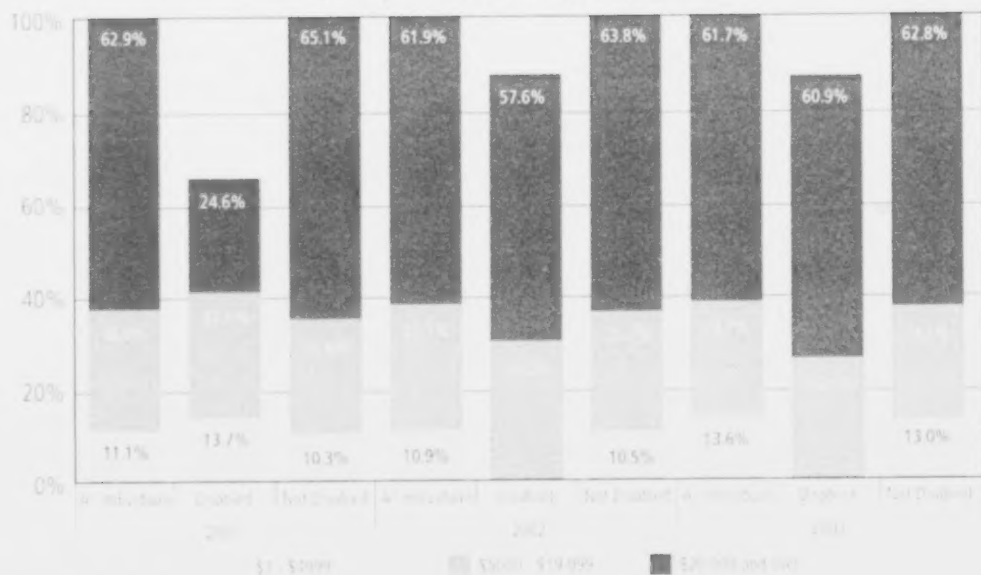


Chart 4B Female: Distribution of Earnings, in Constant Dollars, of Individuals Aged 16 - 64 by Sex, Disability Status, Nova Scotia, 2001 - 2003

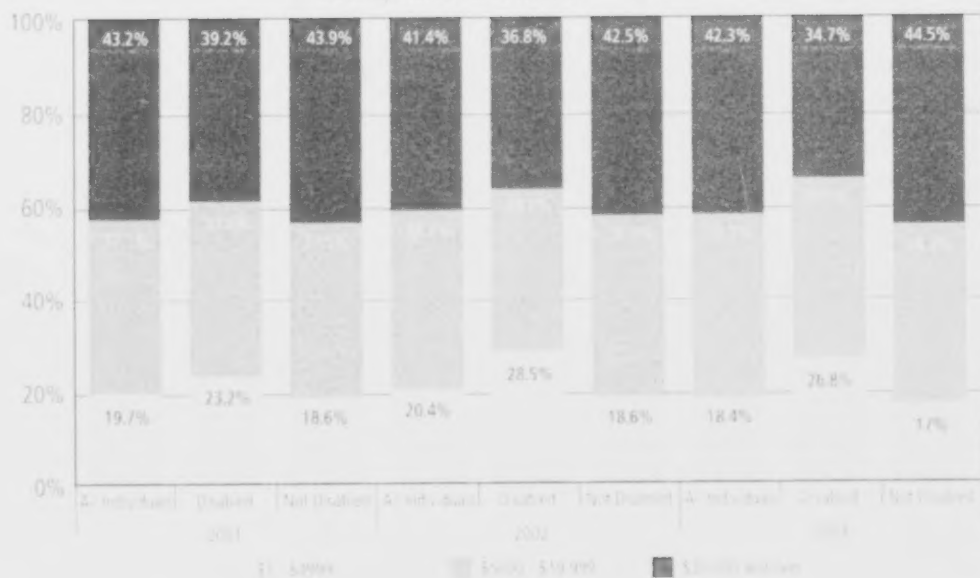
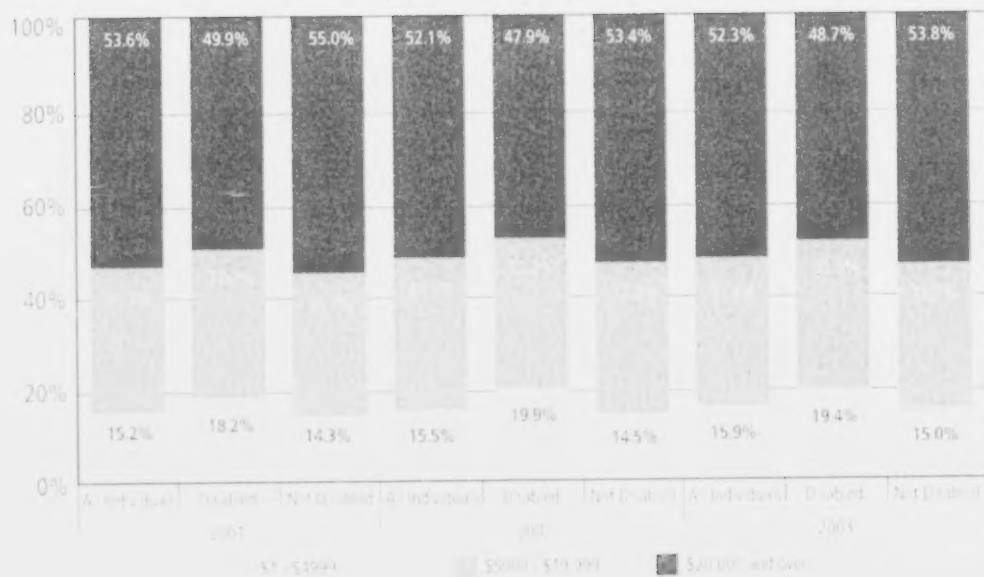
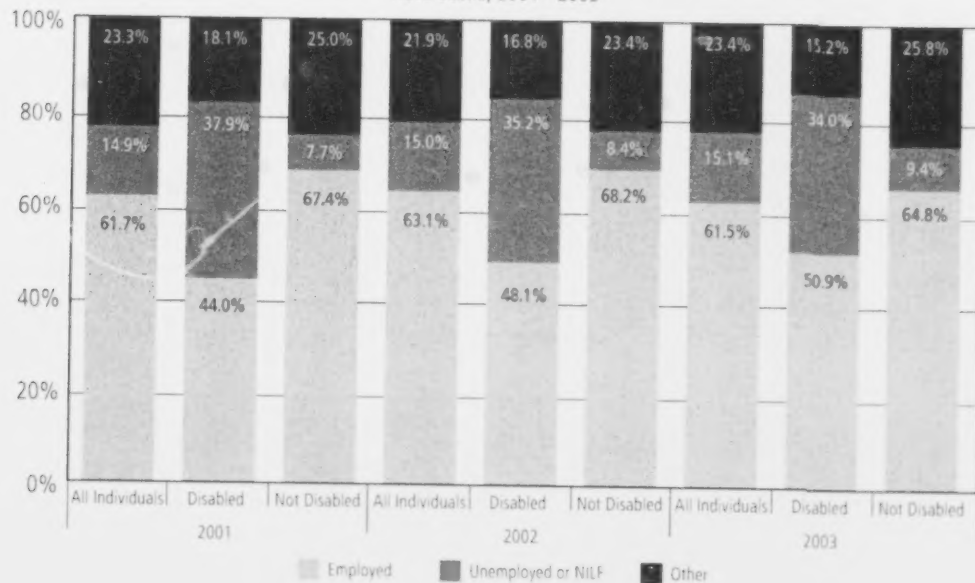


Chart 4C Total Gender Distribution of Earnings, in Constant Dollars, of Individuals Aged 16 - 64,
Disability Status, Nova Scotia, 2001 - 2003



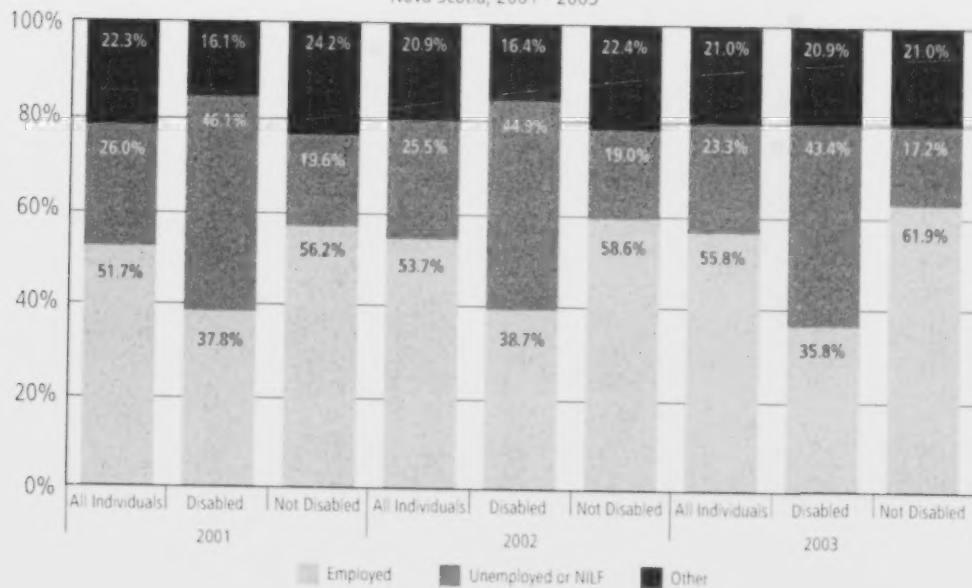
Employment

Chart 5A Male. Employment Rate of Individuals Aged 16 - 64, Disability Status
Nova Scotia, 2001 - 2003



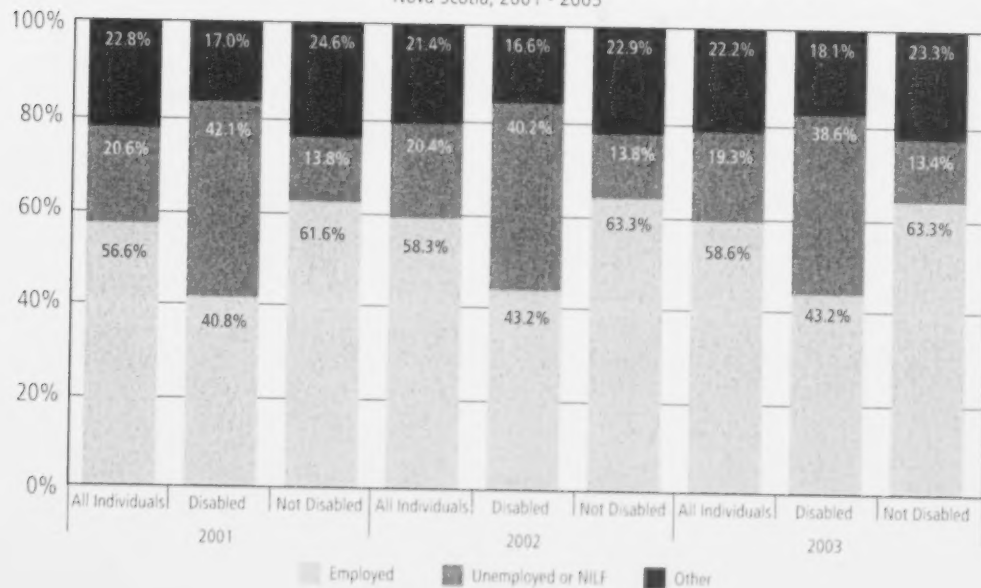
Source: Statistics Canada, Survey of Labour and Income Dynamics, Custom Table R130208-01

Chart 5B Female. Employment Rate of Individuals Aged 16 - 64, Disability Status
Nova Scotia, 2001 - 2003



Source: Statistics Canada, Survey of Labour and Income Dynamics, Custom Table R130208-01

Chart 5C Total Gender. Employment Rate of Individuals Aged 16 - 64, Disability Status
Nova Scotia, 2001 - 2003



Source: Statistics Canada, Survey of Labour and Income Dynamics, Custom Table R7345/NCB-01

Labour market status is reported using a variable from SLID signifying annual labour market status. That is, individuals are considered "employed" only if they are employed for the entire year and similarly for those unemployed and not in the labour force. People who are employed for only part of the year or who experience other changes in their labour market status are included in the "other" category. This approach provides a conservative or somewhat understated picture of overall employment experience.

Employment

Chart 5A Male: Employment Rate of Individuals Aged 16 - 64, Disability Status
Nova Scotia, 2001 - 2003

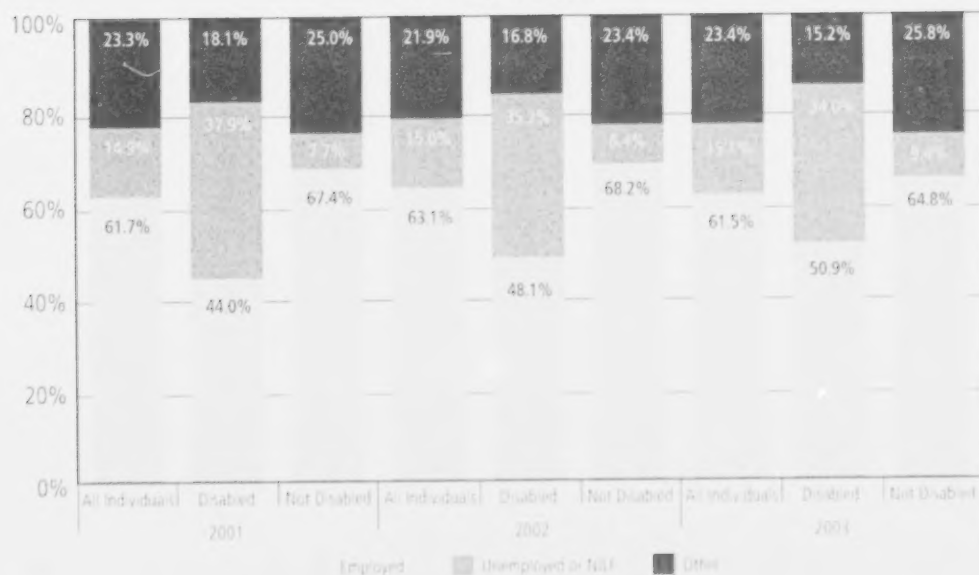


Chart 5B Female: Employment Rate of Individuals Aged 16 - 64, Disability Status
Nova Scotia, 2001 - 2003

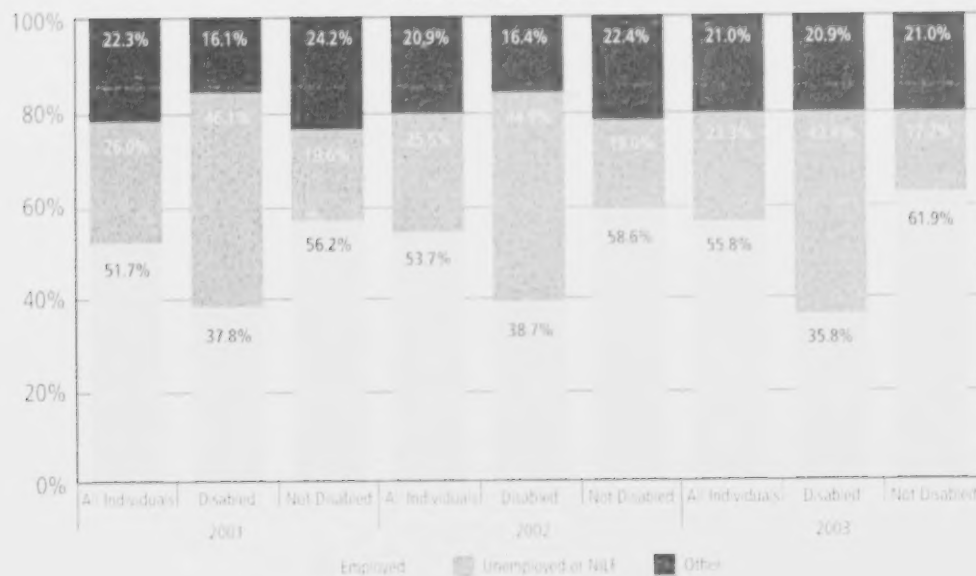
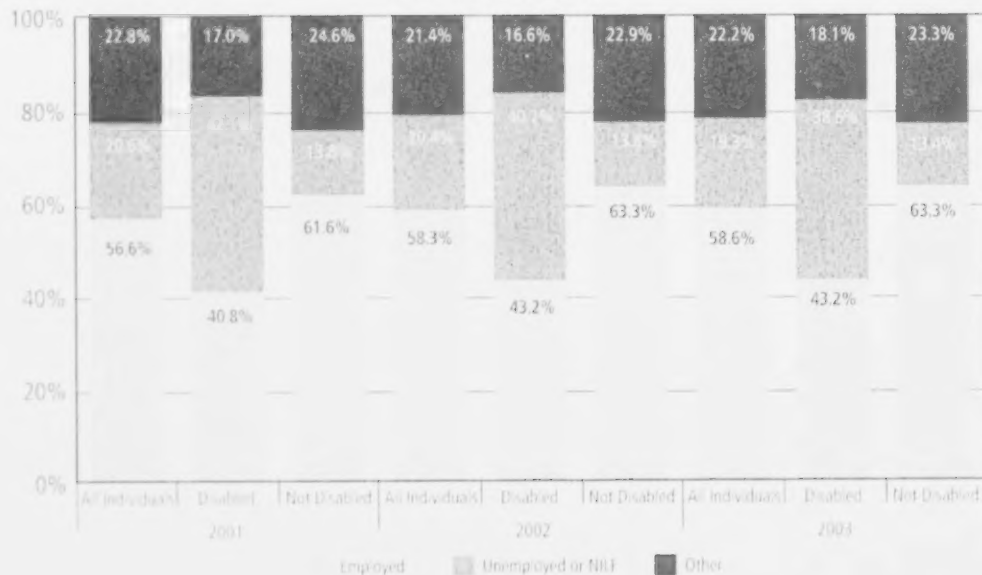


Chart 5C Total Gender, Employment Rate of Individuals Aged 16 - 64, Disability Status
Nova Scotia, 2001 - 2003



Labour market status is reported using a variable from SLID signifying annual labour market status. That is, individuals are considered "employed" only if they are employed for the entire year and similarly for those unemployed and not in the labour force. People who are employed for only part of the year or who experience other changes in their labour market status are included in the "other" category. This approach provides a conservative or somewhat understated picture of overall employment experience.

Looking Ahead

The development of the Multilateral Framework for Labour Market Agreements for Persons with Disabilities provides an exciting opportunity to strengthen Nova Scotia's labour market programs and services.

Over the course of the Canada-Nova Scotia bilateral agreement signed in April 2004, Nova Scotia will be engaging the disability community and reviewing current programs to ensure optimal effectiveness and efficiency. Nova Scotia in partnership with the Government of Canada is in the process of developing an evaluation framework which will guide future evaluations of programs and services. Nova Scotia is committed to continual improvement and, as such, will also conduct ongoing evaluations of our programs. Nova Scotia is committed to public reporting and will release annual reports on progress to Nova Scotians.

Looking ahead to the future affords us the opportunity to reflect on and determine the best course of action. The government of Nova Scotia welcomes the opportunity to work with our partners in addressing this shared challenge.



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